



Office of Human Resources

January 4, 2019

Mary Connaughton
Pioneer Institute via MuckRock News
DEPT MR 38902
411A Highland Avenue
Somerville, MA 02144-2516

Dear Ms. Connaughton,

This letter is written in response to your August 17, 2017 public record request in which you specifically request:

- Reported Standard Occupational Classification numbers with the associated names, position titles, positions type (full- or part- time), and pay of all employees for the years 2010 and 2016.

After diligent search, the College confirms that we do not have information responsive to your request for the year 2010.

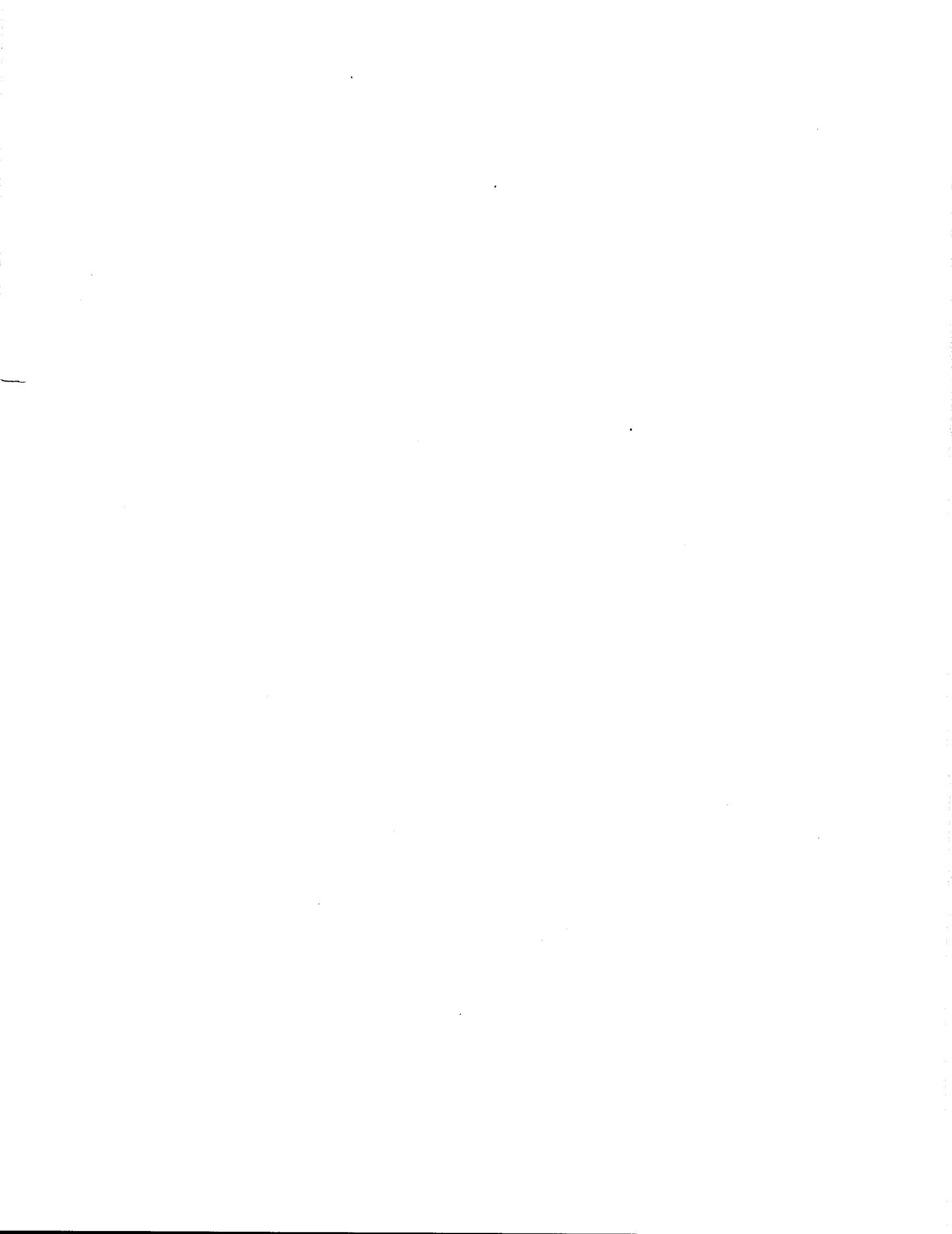
Attached please find information responsive to your request for the year 2016. To access this information in an accessible format for persons unable to read print, please visit the Integrated Post-Secondary Education Data System (IPEDS) site for Berkshire Community College at <https://nces.ed.gov/ipeds/datacenter/Facsimile.aspx?unitid=acb1afb2b2b0>

Sincerely,

A handwritten signature in black ink that reads "Deborah A. Cote".

Deborah A. Cote
Vice President for Human Resources &
Records Access Officer

Enclosures: 2016 IPED Reported Data- Human Resources Component Summary



Institution: Berkshire Community College (164775)

User ID: P1647751

Overview

Human Resources Overview

Welcome to the IPEDS Human Resources (HR) survey component. The HR component collects important information about your institution's staff.

Data Reporting Reminders

- Report each employee only once. If an employee could be coded in more than one occupation, code the employee in the occupation that requires the highest level of skill OR if there is no measurable difference in skill requirements, code the employee in the occupation in which they spend the most time.
- Report staff members difficult to categorize in the "Human Resources Survey Evaluation" box at the end of the survey.
- Enter data on each displayed screen. If a screen is not applicable, enter at least one zero in a field on the screen and save before continuing.
- When reporting salary data (applicable to degree-granting institutions only) include all full-time, non-medical school, instructional staff - both with and without faculty status.

See the instructions for the **Key Reporting Concepts** section -- basic reporting concepts that will assist you in completing the Human Resources survey component.

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2010 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, frequently asked questions, and web tutorials.

If you have questions about completing this survey, please contact the **IPEDS Help Desk at 1-877-225-2568**.

Human Resources Screening Questions

Does your institution have any part-time staff?

If you answer Yes to this question, you will be provided the screens to report part-time staff.

No

Yes

Does your institution have graduate assistants?

If you answer Yes to this question, you will be provided the screens to report graduate assistants.

No

Yes

Does your institution have 15 or more full-time staff?

No

Yes

Does your institution have a tenure system?

If you answer Yes to this question, you will be provided the screens to report some data by tenure status.

No

Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **November 1, 2015 and October 31, 2016** either for the **first time** (new to the institution) or **after a break in service**? (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

If you answer Yes to this question, you will be provided the screens to report full-time permanent new hires in Part H.

No

Yes

Do ALL of the instructional staff at your institution fall into any of the following categories?

If you answer Yes to any of the questions below, you will NOT be required to report Part G - Salaries for instructional staff. However, Part G will still be required for reporting data for full-time non-instructional staff.

No

Yes

No

Yes

Are ALL of the instructional staff military personnel?

Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?

You may use the space below to provide context for the data you've reported above.

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Tenured**Number of Full-time Instructional Staff****With Faculty Status****Tenured****As of November 1, 2016**

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Race/ethnicity	Academic Rank				No academic rank	Total
	Associate Professors	Assistant professors	Professors	Instructors		
Nonresident alien					0	
Hispanic/Latino					0	
American Indian or Alaska Native					0	
Asian	1					1
Black or African American					0	
Native Hawaiian or Other Pacific Islander					0	
White	10				10	
Two or more races					0	
Race and ethnicity unknown					0	
Total men	11	0	0	0	0	11

Women

Race/ethnicity	Academic Rank				No academic rank	Total
	Associate Professors	Assistant professors	Professors	Instructors		
Nonresident alien					0	
Hispanic/Latino					0	
American Indian or Alaska Native					0	
Asian					0	
Black or African American					0	
Native Hawaiian or Other Pacific Islander					0	
White	19	1			20	
Two or more races					0	
Race and ethnicity unknown	19	1	0	0	0	20
Total women	30	1	0	0	0	31
Total (men+women)	41	1	0	0	0	33
Total from prior year						

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - On Tenure Track

Number of Full-time Instructional Staff
With Faculty Status
On Tenure Track

As of November 1, 2016

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Race/ethnicity	Academic Rank				No academic rank	Total
	Associate Professors	Assistant professors	Professors	Instructors		
Nonresident alien					0	
Hispanic/Latino					0	
American Indian or Alaska Native					0	
Asian				1		1
Black or African American			1			1
Native Hawaiian or Other Pacific Islander					0	
White			1	3		4
Two or more races					0	
Race and ethnicity unknown					0	
Total men	0	2	4	0	0	6

Women

Race/ethnicity	Academic Rank				No academic rank	Total
	Associate Professors	Assistant professors	Professors	Instructors		
Nonresident alien					0	
Hispanic/Latino					0	
American Indian or Alaska Native					0	
Asian					0	
Black or African American					0	
Native Hawaiian or Other Pacific Islander					0	
White			6	8		14
Two or more races					0	
Race and ethnicity unknown					0	
Total women	0	6	8	0	0	14
Total (men+women)	0	8	12	0	0	20
Total from prior year					23	

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Multi-Year Contract

Number of Full-time Instructional Staff
With Faculty Status
Not on Tenure Track - Multi-Year Contract

As of November 1, 2016

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men Gender and race/ethnicity	Academic Rank				No academic rank		Total
	Associate Professors	Assistant Professors	Professors	Instructors	Lecturers		
Nonresident alien	0						0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men							0

Women Gender and race/ethnicity	Academic Rank				No academic rank		Total
	Associate Professors	Assistant Professors	Professors	Instructors	Lecturers		
Nonresident alien	0						0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women							0
Total (men+women)	0	0	0	0	0	0	0

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Annual Contract

Number of Full-time Instructional Staff

With Faculty Status

Not on Tenure Track - Annual Contract

As of November 1, 2016

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Race/ethnicity	Academic Rank				No academic rank	Total
	Associate Professors	Assistant professors	Professors	Instructors Lecturers		
Nonresident alien	0				0	0
Hispanic/Latino					0	0
American Indian or Alaska Native					0	0
Asian					0	0
Black or African American					0	0
Native Hawaiian or Other Pacific Islander					0	0
White					0	0
Two or more races					0	0
Race and ethnicity unknown					0	0
Total men	0	0	0	0	0	0

Women

Race/ethnicity	Academic Rank				No academic rank	Total
	Associate Professors	Assistant professors	Professors	Instructors Lecturers		
Nonresident alien	0				0	0
Hispanic/Latino					0	0
American Indian or Alaska Native					0	0
Asian					0	0
Black or African American					0	0
Native Hawaiian or Other Pacific Islander					0	0
White					0	0
Two or more races					0	0
Race and ethnicity unknown					0	0
Total women	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0
Total from prior year						

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Less-Than-Annual Contract

**Number of Full-time Instructional Staff
With Faculty Status
Not on Tenure Track - Less-than-annual Contract**

As of November 1, 2016

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men Race/ethnicity	Academic Rank				No academic rank		Total
	Associate Professors	Assistant Professors	Professors	Instructors	Lecturers		
Nonresident alien	0						0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	0	0	0	0	0	0	0

Women Race/ethnicity	Academic Rank				No academic rank		Total
	Associate Professors	Assistant Professors	Professors	Instructors	Lecturers		
Nonresident alien	0						0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
Total from prior year							

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Indefinite duration Contract

**Number of Full-time Instructional Staff
With Faculty Status**
Not on Tenure Track - Indefinite duration contract

As of November 1, 2016

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Gender and race/ethnicity

	Academic Rank			No academic rank	Total
	Professors	Associate professors	Assistant professors		
Nonresident alien	0				0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White					0
Two or more races					0
Race and ethnicity unknown					0
Total men	0	0	0	0	0

Women

Gender and race/ethnicity

	Academic Rank			No academic rank		Total
	Associate professors	Assistant professors	Instructors	Lecturers		
Professors	0	0	0	0	0	0
Associate professors	0	0	0	0	0	0
Assistant professors	0	0	0	0	0	0
Instructors	0	0	0	0	0	0
Lecturers	0	0	0	0	0	0

Part A1 - Full-time Instructional Staff - Without Faculty Status**Number of Full-time Instructional Staff****Without Faculty Status****As of November 1, 2016**

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

	Without Faculty Status
Race/ethnicity	0
Nonresident alien	0
Hispanic/Latino	0
American Indian or Alaska Native	0
Asian	0
Black or African American	0
Native Hawaiian or Other Pacific Islander	0
White	0
Two or more races	0
Race and ethnicity unknown	0
Total men	0

Women

	Without Faculty Status
Race/ethnicity	0
Nonresident alien	0
Hispanic/Latino	0
American Indian or Alaska Native	0
Asian	0
Black or African American	0
Native Hawaiian or Other Pacific Islander	0
White	0
Two or more races	0
Race and ethnicity unknown	0
Total women	0
Total (men+women)	0
Total from prior year	0

Part A3 - Full-time Instructional Staff - Totals**Total number of Full-time Instructional Staff****As of November 1, 2016**

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	0	0	0
Hispanic/Latino	0	0	0
American Indian or Alaska Native	0	0	0
Asian	2	0	2
Black or African American	1	0	1
Native Hawaiian or Other Pacific Islander	0	0	0
White	14	34	48
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Total	17	34	51
Total from prior year			56

Part B1 - Full-time Non-instructional Staff by Occupational Category
Number of Full-time Non-instructional Staff
by Occupational Category

As of November 1, 2016

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	0	0	0
Hispanic/Latino	0	0	0
American Indian or Alaska Native	0	0	0
Asian	2	0	0
Black or African American	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	14	0	0
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Total men	17	0	0

Women

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	0	0	0
Hispanic/Latino	0	0	0
American Indian or Alaska Native	0	0	0
Asian	0	0	0
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	34	0	0
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Total women	34	0	0
Total (men+women)	51	0	0
Total from prior year	56		

Part B1 - Full-time Non-instructional Staff by Occupational CategoryNumber of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Librarians Museum Technicians	25-4020 25-4010	Library Technicians	25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien		0			
Hispanic/Latino					
American Indian or Alaska Native					
Asian					2
Black or African American					
Native Hawaiian or Other Pacific Islander					
White					4
Two or more races					
Race and ethnicity					
unknown		0	0	0	
Total men					6

Women

Race/ethnicity	Archivists, Curators, and Librarians Museum Technicians	25-4020 25-4010	Library Technicians	25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien					
Hispanic/Latino				1	
American Indian or Alaska Native					
Asian					1
Black or African American					
Native Hawaiian or Other Pacific Islander					
White				1	10
Two or more races					
Race and ethnicity					
unknown		0	1	1	
Total women					11
Total (men+women)		0	1	1	17
Total from prior year			1	2	18

Part B1 - Full-time Non-instructional Staff by Occupational Category
Number of Full-time Non-instructional Staff
by Occupational Category

As of November 1, 2016

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	
Nonresident alien						0
Hispanic/Latino						
American Indian or Alaska Native						
Asian						
Black or African American	1					
Native Hawaiian or Other Pacific Islander						
White	14	1	7		2	
Two or more races						
Race and ethnicity unknown						
Total men	15	1	7		2	0

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	
Nonresident alien						0
Hispanic/Latino	1					
American Indian or Alaska Native						
Asian						
Black or African American						
Native Hawaiian or Other Pacific Islander						
White	13	2	2		4	
Two or more races	1					
Race and ethnicity unknown						
Total women	15	2	2		4	0
Total (men+women)	30	3	9		6	0
Total from prior year	29	2	9		6	

Part B1 - Full-time Non-instructional Staff by Occupational Category
Number of Full-time Non-instructional Staff
by Occupational Category

As of November 1, 2016

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien			0			0 0
Hispanic/Latino						0
American						0
Indian or						
Alaska Native						
Asian						2
Black or African American		1				5
Native						0
Hawaiian or Other Pacific Islander						
White	7		2		6	57
Two or more races						0
Race and ethnicity unknown						0
Total men	8	0	2	6	0	64

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien			0			0 0
Hispanic/Latino						2
American						0
Indian or						
Alaska Native						
Asian			1			1
Black or African American			1			2
Native						0
Hawaiian or Other Pacific Islander						
White	3		33			102
Two or more races						1
						0

Race and ethnicity unknown						
Total women	3	0	35	0	0	108
Total (men+women)	11	0	37	6	0	172
Total from prior year	11		36	6		176

Part B2 - Full-time Non-instructional Staff by Occupational Category and Tenure Status

Number of Full-time Non-instructional Staff

As of November 1, 2016

Occupational category	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year contract	Annual contract	Less-than-annual contract		
<u>Research staff</u>						0	
<u>Public Service staff</u>						0	
<u>Archivists, Curators, and Museum Technicians</u>						0	
25-4010							
Librarians		1				1	
25-4020							
Library Technicians						1	1
25-4030							
Student and Academic Affairs and Other Education Services Occupations	8	2				7	17
25-2000 + 25-3000 + 25-9000							
<u>Management Occupations</u>						30	30
11-0000						3	3
<u>Business and Financial Operations Occupations</u>							
13-0000						9	9
<u>Computer, Engineering, and Science Occupations</u>							
15-0000 + 17-0000 + 19-0000						5	6
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u>		1					
21-0000 + 23-0000 + 27-0000							0
<u>Healthcare Practitioners and Technical Occupations</u>							
29-0000							
Total	10	2	0	0	0	55	67
Total from prior year	12	4				51	67

Part C - Full-time Summary

Summary of Full-time Staff

As of November 1, 2016

•Data will not be generated on this screen until the relevant screens in the previous section have been completed.

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Track	Not on Tenure Track	Tenure contract	Multi-year contract	Annual contract		
Primarily Instruction	31	20	0	0	0	0	0	51
Exclusively credit	31	20						51
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians								0
25-4010								
Librarians		1						1
25-4020								
Library Technicians							1	1
25-4030								
Student and Academic Affairs and Other Education Services Occupations	8	2					7	17
25-2000 + 25-3000 + 25-9000								
Management Occupations							30	30
11-0000								
Business and Financial Operations Occupations							3	3
13-0000								
Computer, Engineering, and Science Occupations							9	9
15-0000 + 17-0000 + 19-0000								
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	1						5	6
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations								0
29-0000								
Service Occupations								
31-0000 + 33-0000 + 35-0000 + 37-0000							11	
+ 39-0000								
Sales and Related Occupations								
41-0000								0
Office and Administrative Support Occupations							37	
43-0000								
Natural Resources, Construction, and Maintenance Occupations								6
45-0000 + 47-0000 + 49-0000								
Production, Transportation, and Material Moving Occupations								0
51-0000 + 53-0000								
Total								

Part G - Salaries Worksheet

Number of Full-time Instructional Staff

For Calculation of Total Number of Months

Annual Salary, 2016-17

- Report the number of instructional staff based on the number of months to be worked
- Months reported should correspond with the number of months that staff worked (which may differ from the number of months over which they are paid)
- Include ONLY full-time instructional staff
- Include instructional staff *with* faculty status and *without* faculty status
- Include instructional staff regardless of tenure status

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting	Total number of months
	12 months	11 months	10 months	9 months	< 9 months			
Men								
Professors				11		11		11
Associate professors				2		2		2
Assistant professors				4		4		4
Instructors				0		0		0
Lecturers				0		0		0
No academic rank				0		0		0
Total men	0	0	0	17	0	17	17	153
Total men full-time instructional staff from Part A						17		
Women								
Professors				19		19		19
Associate professors				7		7		7
Assistant professors				8		8		8
Instructors				0		0		0
Lecturers				0		0		0
No academic rank				0		0		0
Total women	0	0	0	34	0	34	34	306
Total women full-time instructional staff from Part A						34		
Total (men + women)	0	0	0	51	0	51	51	459
Total (men + women) full-time instructional staff from Part A						51		

Part G - Salary Outlays for Instructional Staff
Salary Outlays
for Full-time Instructional Staff

Annual Salary Outlays, 2016-17

•Report the **TOTAL ANNUAL** salary outlays for the full-time instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Total number of months (from Part G, screen 1)	12 months	11 months	10 months	9 months	Weighted average monthly salaries
Men							
Professors	11	99				822,664	8,310
Associate professors	2	18				110,817	6,157
Assistant professors	4	36				209,070	5,808
Instructors	0	0					
Lecturers	0	0					
No academic rank	0	0					
Total men	17	153	0	0	0	1,142,551	7,468
Women							
Professors	19	171				1,374,155	8,036
Associate professors	7	63				387,130	6,145
Assistant professors	8	72				422,815	5,872
Instructors	0	0					
Lecturers	0	0					
No academic rank	0	0					
Total women	34	306	0	0	0	2,184,100	7,138
Total (men + women)	51	459	0	0	0	3,326,651	7,248

Part G - Average Salary by academic rank**Average Salary by academic rank****for Full-time Instructional Staff****Annual Average Salaries, 2016-17**

Gender and academic rank	Average Salaries				Equated 9-month Average Salary
	12 months	11 months	10 months	9 months	
Men					
Professors			74,788		74,788
Associate professors			55,409		55,409
Assistant professors			52,268		52,268
Instructors					
Lecturers					
No academic rank			67,209		67,209
Total men					
Women					
Professors			72,324		72,324
Associate professors			55,304		55,304
Assistant professors			52,852		52,852
Instructors					
Lecturers					
No academic rank			64,238		64,238
Total women					
Total (men + women)			65,228		65,228

Part G - Salary Outlays for Non-instructional Staff
Salary Outlays
for Full-time Non-instructional Staff

Annual Salary Outlays, 2016-17

Occupational category	<input checked="" type="checkbox"/> Number of full-time staff (carried forward from previous screens)	<input checked="" type="checkbox"/> Total annual salary outlays
<u>Research staff</u>	0	
<u>Public Service staff</u>	0	
<u>Library and Student and Academic Affairs and Other Education Services Occupations</u>	19	1,285,425
<u>25-4000 + 25-2000 + 25-3000 + 25-9000</u>		
<u>Management Occupations</u>	30	2,883,648
<u>11-0000</u>		
<u>Business and Financial Operations Occupations</u>	3	206,893
<u>13-0000</u>		
<u>Computer, Engineering, and Science Occupations</u>	9	582,807
<u>15-0000 + 17-0000 + 19-0000</u>		
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u>	6	359,993
<u>21-0000 + 23-0000 + 27-0000</u>		
<u>Healthcare Practitioners and Technical Occupations</u>	0	0
<u>29-0000</u>		
<u>Service Occupations</u>	11	448,425
<u>31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000</u>		
<u>Sales and Related Occupations</u>	0	0
<u>41-0000</u>		
<u>Office and Administrative Support Occupations</u>	37	1,931,680
<u>43-0000</u>		
<u>Natural Resources, Construction, and Maintenance Occupations</u>	6	292,983
<u>45-0000 + 47-0000 + 49-0000</u>		
<u>Production, Transportation, and Material Moving Occupations</u>	0	0
<u>51-0000 + 53-0000</u>		

Part D - Part-time Staff by Occupational Category
Number of Part-time Staff by Occupational Category

As of November 1, 2016

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien		0	0
Hispanic/Latino	1		
American Indian or Alaska Native		1	
Asian	1		
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	37		
Two or more races			
Race and ethnicity unknown	1		
Total men	40	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien		0	0
Hispanic/Latino	1		
American Indian or Alaska Native			
Asian			
Black or African American	1		
Native Hawaiian or Other Pacific Islander			
White	67		
Two or more races	1		
Race and ethnicity unknown	5		
Total women	75	0	0
Total (men+women)	115	0	0
Total from prior year	108		

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2016

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien	0		0		0
Hispanic/Latino					2
American Indian or Alaska Native					0
Asian					0
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White				10	10
Two or more races					0
Race and ethnicity unknown					0
Total men	0	0	0	12	12

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White		1		14	15
Two or more races					0
Race and ethnicity unknown					0
Total women	0	1	0	14	15
Total (men+women)	0	1	0	26	27
Total from prior year		1		36	37

Part D - Part-time Staff by Occupational Category
Number of Part-time Staff

As of November 1, 2016

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Men						
Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	
Nonresident alien	0	0	0	0	0	
Hispanic/Latino						
American Indian or Alaska Native						
Asian						
Black or African American						
Native Hawaiian or Other Pacific Islander						
White					1	
Two or more races						
Race and ethnicity unknown					1	
Total men	0	0	0	0	1	0
Women						
Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	
Nonresident alien	0	0	0	0	0	
Hispanic/Latino						
American Indian or Alaska Native						
Asian						
Black or African American						
Native Hawaiian or Other Pacific Islander						
White						
Two or more races						
Race and ethnicity unknown						
Total women	0	0	0	0	0	
Total (men+women)	0	0	0	0	1	0
Total from prior year					2	

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2016

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien		0			0	0
Hispanic/Latino						3
American						0
Indian or						0
Alaska Native						0
Asian						1
Black or						0
African						0
American						0
Native						0
Hawaiian or						0
Other Pacific						0
Islander						0
White	3		3			54
Two or more races						0
Race and ethnicity unknown						1
Total men	3	0	3	0	0	59

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien		0			0	0
Hispanic/Latino						1
American						0
Indian or						0
Alaska Native						0
Asian		1				1
Black or						1
African						0
American						0
Native						0
Hawaiian or						0
Other Pacific						0
Islander						0
White	5		11			98
Two or more races						1
Race and ethnicity unknown						5

Total women	6	0	11	0	0	107
Total (men+women)	9	0	14	0	0	166
Total from prior year	7		12			166

Part E - Part-time Staff by Occupational Category and Tenure Status
Number of Part-time Staff

As of November 1, 2016

Occupational category	With Faculty Status					Without Total Faculty Status	
	Tenured		Not on Tenure Track				
	Tenure Track	On Multi-year contract	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
<u>Primarily Instruction</u>	0	0	0	0	115	0	
<input checked="" type="checkbox"/> Exclusively credit					115	115	
<input checked="" type="checkbox"/> Exclusively not-for-credit						0	
Combined credit/not-for-credit						0	
<u>Instruction/research/public service staff</u>						0	
<u>Research staff</u>						0	
<u>Public Service staff</u>						0	
<u>Archivists, Curators, and Museum Technicians</u>						0	
<u>25-4010</u>							
Librarians						1	
<u>25-4020</u>						1	
Library Technicians						0	
<u>25-4030</u>							
<input checked="" type="checkbox"/> Student and Academic Affairs and Other Education Services Occupations						26	
25-2000 + 25-3000 + 25-9000						26	
<u>Management Occupations</u>						0	
<u>11-0000</u>							
Business and Financial Operations Occupations						0	
<u>13-0000</u>							
Computer, Engineering, and Science Occupations						0	
<u>15-0000 + 17-0000 + 19-0000</u>							
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations						1	
<u>21-0000 + 23-0000 + 27-0000</u>						1	
Healthcare Practitioners and Technical Occupations						0	
<u>29-0000</u>							
Total	0	0	0	0	115	0	
Total from prior year	0	0			108	39	
						143	
						147	

Part F - Part-time Summary

Summary of Part-time Staff

As of November 1, 2016

Occupational category	With Faculty Status					Without Faculty Status	Total		
	Tenured On Track		Not on Tenure Track		Indefinite duration (continuing or at-will)				
	Tenure	Multi-year contract	Annual contract	Less-than-annual contract					
Primarily Instruction	0	0	0	0	115	0	0		
Exclusively credit					115		115		
Exclusively not-for-credit							0		
Combined credit/not-for-credit							0		
Instruction/research/public service staff							0		
Research staff							0		
Public Service staff							0		
Archivists, Curators, and Museum Technicians							0		
25-4010									
Librarians						1	1		
25-4020									
Library Technicians							0		
25-4030									
Student and Academic Affairs and Other Education Services Occupations						26	26		
25-2000 + 25-3000 + 25-9000									
Management Occupations							0		
11-0000									
Business and Financial Operations Occupations							0		
13-0000									
Computer, Engineering, and Science Occupations							0		
15-0000 + 17-0000 + 19-0000									
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations						1	1		
21-0000 + 23-0000 + 27-0000									
Healthcare Practitioners and Technical Occupations							0		
29-0000									
Service Occupations						9			
31-0000 + 33-0000 + 35-0000 + 37-0000									
+ 39-0000									
Sales and Related Occupations						0			
41-0000									
Office and Administrative Support Occupations						14			
43-0000									
Natural Resources, Construction, and Maintenance Occupations						0			
45-0000 + 47-0000 + 49-0000									
Production, Transportation, and Material Moving Occupations						0			
51-0000 + 53-0000									
Total						166			

Part H - New Hires, Full-time Instructional Staff by Tenure Status
Number of Newly Hired Full-time Permanent Instructional Staff

(Hired full-time between November 1, 2015 - October 31, 2016)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include Primarily Instruction and Instruction Combined with Research and Public Service

Men

WOMEN

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien								0
Hispanic/Latino								0
American Indian or Alaska Native								0
Asian								0
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White	2							2
Two or more races								0
Race and ethnicity unknown								0
Total women	0	2	0	0		0	0	2
Total (men+women)	0	2	0	0		0	0	2

Part H - New Hires, Full-time Staff by Occupational Category
Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2015 - October 31, 2016)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
	0	0	0	0
Nonresident alien	0	0	0	0
Hispanic/Latino	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian or Other	0	0	0	0
Pacific Islander	0	0	0	0
White	0	0	0	0
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total men	0	0	0	0
Women				
Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0	0	0
Hispanic/Latino	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian or Other	0	0	0	0
Pacific Islander	0	0	0	0
White	2	0	0	0
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total women	2	0	0	0
Total (men+women)	2	0	0	0

Part H - New Hires, Full-time Staff by Occupational Category
Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2015 - October 31, 2016)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations	Business and Financial Operations	Computer, Engineering, and Science Occupations	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	Healthcare Practitioners and Technical Occupations
Nonresident alien	11-0000	13-0000	15-0000 + 17-0000 + 19-0000	21-0000 + 23-0000 + 27-0000	29-0000
Hispanic/Latino	0				
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White					
Two or more races					
Race and ethnicity unknown					
Total men	0	0	0	0	0

Women

Race/ethnicity	Management Occupations	Business and Financial Operations	Computer, Engineering, and Science Occupations	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	Healthcare Practitioners and Technical Occupations
Nonresident alien	11-0000	13-0000	15-0000 + 17-0000 + 19-0000	21-0000 + 23-0000 + 27-0000	29-0000
Hispanic/Latino	0				
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White					
Two or more races					
Race and ethnicity unknown					
Total women	0	0	0	0	0
Total (men+women)	0	0	0	0	0

Part H - New Hires, Full-time Staff by Occupational Category
Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2015 - October 31, 2016)

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien		0				0
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						0
Black or African American						0
Native Hawaiian or Other Pacific						0
Islander						0
White						0
Two or more races						0
Race and ethnicity unknown						0
Total men		0	0	0	0	0

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien		0				0
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						0
Black or African American						0
Native Hawaiian or Other Pacific						0
Islander						0
White						2
Two or more races						0
						0

Race and
ethnicity
unknown

Total women

0	0	0	0	0	2
---	---	---	---	---	---

**Total
(men+women)**

0	0	0	0	0	2
---	---	---	---	---	---

Institution: Berkshire Community College (164775)

User ID: P1647751

Human Resources Survey Evaluation

Were any staff members difficult to categorize? If so, please explain in the box below.

No

Prepared by

This survey component was prepared by:

Keyholder

SFA Contact

HR Contact

Finance Contact

Academic Library Contact

Other

Name: Deborah Cote

Email: dcote@berkshirecc.edu

How long did it take to prepare this
survey component?

hours

minutes

The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers. The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS. Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System.

Thank you for your assistance.

Summary**Human Resources Component Summary**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the Data Center and sent to your institution's CEO in November 2016.

Please review your data for accuracy. If you have questions about the data displayed below after reviewing the data reported on the survey screens, please contact the IPEDS Help Desk at: 1-877-225-2568 or ipedshelp@rti.org.

Number of staff by employment status and occupational category:
Fall 2016

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	172	166	227
Instructional Staff	51	115	89
Primary Instruction	51	115	89
Exclusively credit	51	115	89
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	0	0	0
Research Staff	0	0	0
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	19	27	28
Librarians, Curators, and Archivists SOC 25-4000	2	1	2
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	1	1	1
Library Technicians SOC 25-4030	1	0	1
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	17	26	26
Management Occupations SOC 11-0000	30	0	30
Business and Financial Operations Occupations SOC 13-0000	3	0	3
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	9	0	9
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	6	1	6
Healthcare Practitioners and Technical Occupations SOC 29-0000	0	0	0
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	11	9	14
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	37	14	42
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	6	0	6

**Number of staff by employment status and occupational category:
Fall 2016**

Production, Transportation, and Material Moving Occupations 0 0 0
SOC 51-0000 + 53-0000

NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2016-17**

NOTE: The above data are based on the Salary Outlays part of the IPEDS HR component. The Weighted average monthly salaries of full-time instructional staff by academic rank are calculated by adding the salary outlays reported for Men plus Women by academic rank, then dividing the sum by the "Total Number of Months" for Men plus Women by academic rank. Salaries of full-time instructional staff paid less than 9 months per year are not collected. Also, salaries of medical school staff are not collected. The weighted average monthly salaries may be included in the DFR.

Institution: Berkshire Community College (164775)

User ID: P1647751

[Edit Report](#)

Human Resources

Berkshire Community College (164775)

There are no errors for the selected survey and institution.

